

HOUSE BILL 2021

By Evans

AN ACT to amend Tennessee Code Annotated, Title 39,
Chapter 17, Part 13, relative to the storage of
firearms by certain employees.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 39, Chapter 17, Part 13, is amended by
adding the following as a new section:

(a) Notwithstanding the § 39-17-1359, no private or public employer, including
the state and its political subdivisions, shall prohibit an employee who possesses a valid
handgun carry permit authorized by § 39-17-1351, from entering the employer's parking
lot and parking in such lot during the employee's regular work hours when the
employee's privately-owned motor vehicle contains a firearm that is stored within the
trunk, glove box, or other enclosed compartment or area where the firearm is not visible
from outside the vehicle and such motor vehicle is locked.

(b) Subsection (a) shall not apply:

(1) To any penal institution, correctional institution, detention facility,
diversion center, jail, or similar place of confinement or confinement alternative;
or

(2) Where transport of a firearm on the premises of the employer is
prohibited by state or federal law or regulation.

(c)

(1) No employer, property owner, or property owner's agent shall be held
liable in any criminal or civil action for damages resulting from or arising out of an
occurrence involving the transportation, storage, possession, or use of a firearm,

including, but not limited to, the theft of a firearm from an employee's automobile, pursuant to this section unless:

(A) The employer commits a criminal act involving the use of a firearm; or

(B) The employer knew that the person using such firearm would commit such criminal act on the employer's premises.

(2) Nothing contained in this section shall create a new duty on the part of the employer, property owner, or property owner's agent. An employee at will shall have no greater interest in employment created by this section and shall remain an employee at will.

(d) In any action relating to the enforcement of any right or obligation under this section, an employer, property owner, or property owner's agent's efforts to comply with other applicable federal, state, or local safety laws, regulations, guidelines, or ordinances shall be a complete defense to any employer, property owner, or property owner's agent's liability.

(e) In any action brought against an employer, employer's agent, property owner, or property owner's agent relating to the criminal use of firearms in the workplace, the plaintiff shall be liable for all legal costs of such employer, employer's agent, property owner, or property owner's agent if such action is concluded in such employer, employer's agent, property owner, or property owner's agent's favor.

(f) This section shall not be construed to require an employer, property owner, or property owner's agent to implement any additional security measures for the protection of employees, customers, or other persons. Implementation of remedial security measures to provide protection to employees, customers, or other persons shall not be admissible in evidence to show prior negligence or breach of duty of an employer,

property owner, or property owner's agent in any action against such employer, its officers or shareholders, or property owners.

SECTION 2 . This act shall take effect upon becoming a law, the public welfare requiring it.